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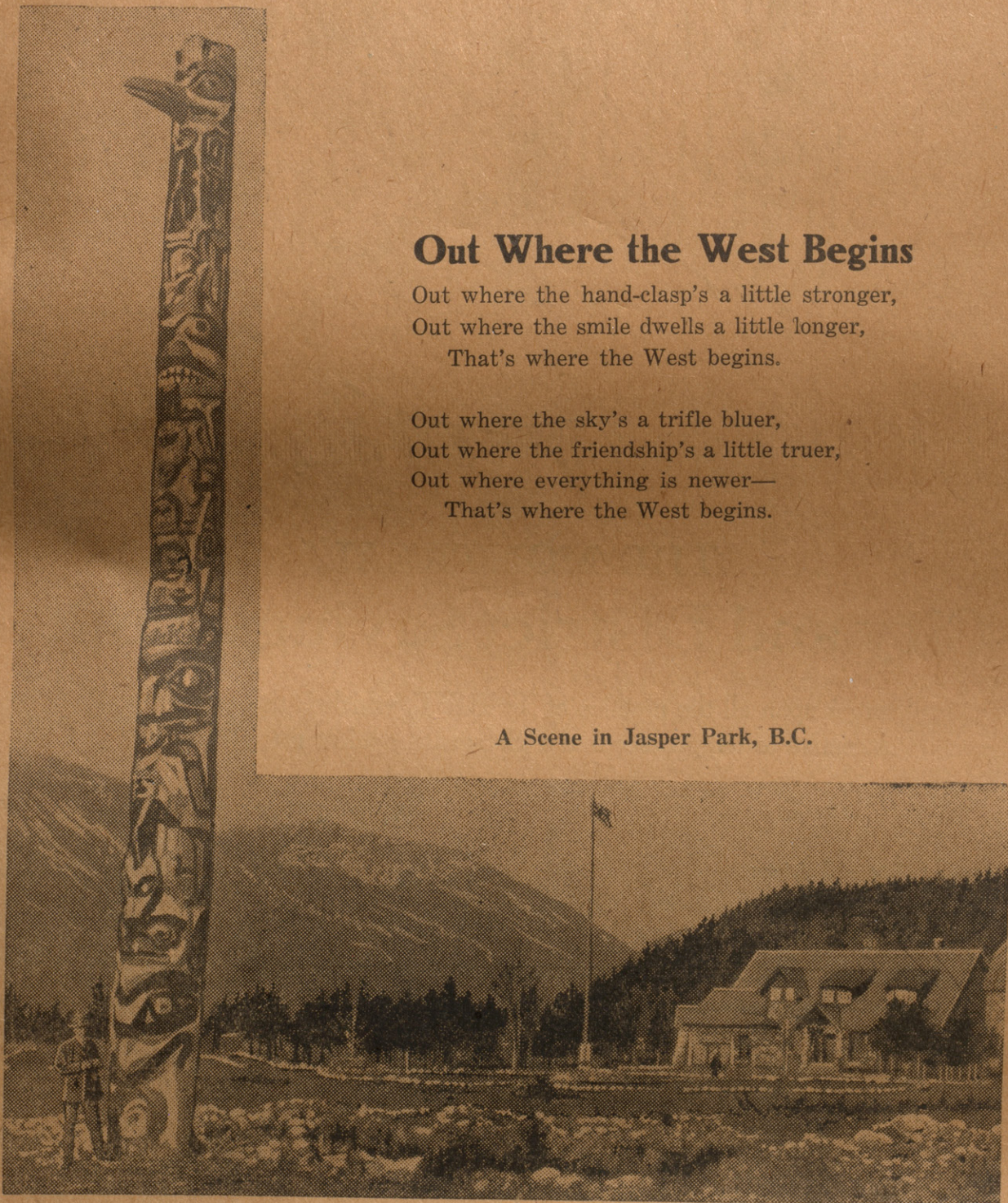
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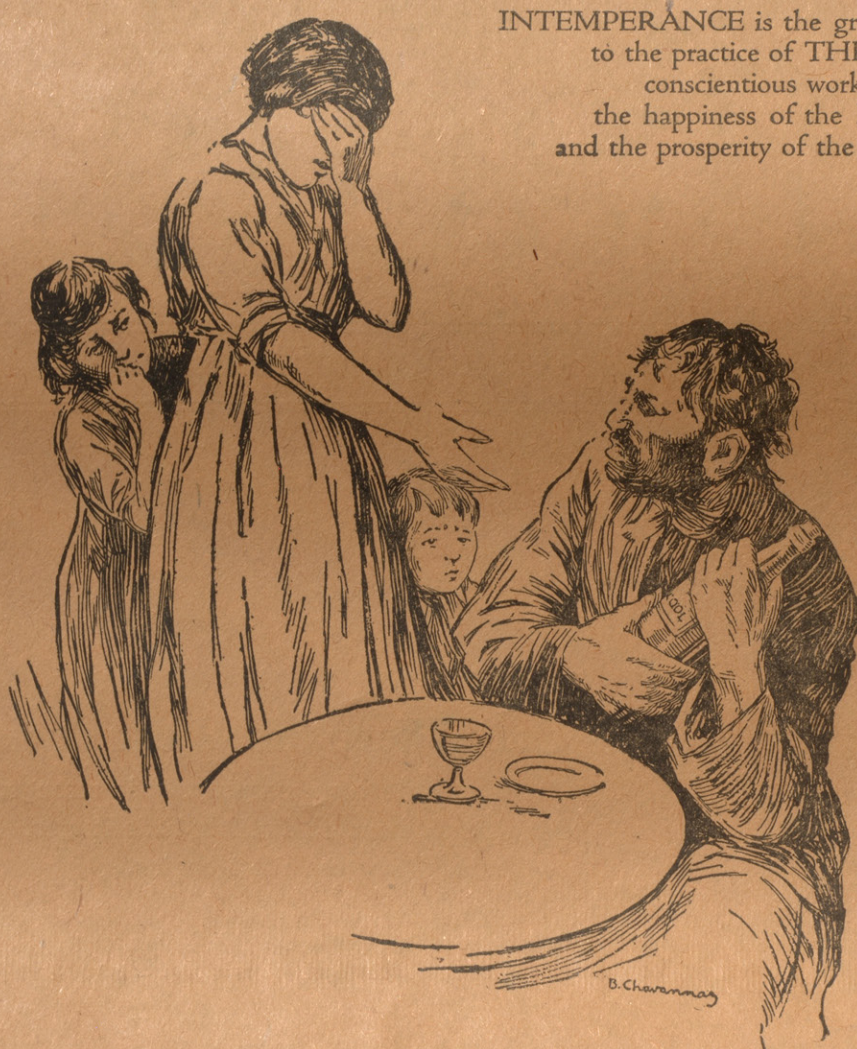
Out Where the West Begins

Out where the hand-clasp's a little stronger,
Out where the smile dwells a little longer,
That's where the West begins.

Out where the sky's a trifle bluer,
Out where the friendship's a little truer,
Out where everything is newer—
That's where the West begins.

A Scene in Jasper Park, B.C.





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Mr. James Murdock and Mr. D'Arcy Scott Debated Railway Rates and Wages

D'ARCY SCOTT, of Ottawa, a former member of the Dominion Railway Board, and James Murdock, Vice-President of the Brotherhood of Railway Trainmen, and a member of the Canadian Board of Commerce, until that body went out of existence, debated the question of "railway rates and wages" before the Canadian Club, at Toronto, on April 11, in the presence of one of the largest gatherings in the club's history. One of the guests of the club was D. B. Hanna, President of the Canadian National Railways. Several C.N.R. and Grand Trunk officials were present. Each speaker was given twenty-five minutes in which to present his side of the argument, and Mr. Scott, being the first to speak, was allowed five minutes in which to reply to Mr. Murdock.

The Question of Rates and Wages

D'Arcy Scott began his argument for the railways by saying that the \$70,000,000 deficit on Canadian National Railways did not figure in the question of rates and wages. He said: "I am going to take the C.P.R., and what it gets and pays, as my yardstick."

Everything had risen quickly and risen high during the war, Mr. Scott said, except railway rates. These had risen late and had not risen very high. Referring to the United States Government having taken over the railways in the United States as the result of the Interstate Board's currying favor with the electors and handicapping the railways, Mr. Scott said it had been different with the C.P.R., "Canada's greatest asset," which was in better shape, with a reserve of \$116,000,000, and it was able to handle the wartime traffic.

The McAdoo Award

Mr. Scott said that up to the time of the McAdoo award there had been no very close connection between railway rates and railway wages in Canada. After the award, railway labor men had felt themselves entitled to an increase, which Mr. Scott admitted was justified. Through the efforts of the labor leaders the Government passed an order-in-council making the McAdoo award effective in Canada. Freight increases were granted at the same time, corresponding to those in effect in the United States.

The McAdoo award, Mr. Scott said, meant an immediate increase of \$77,800,000 in wages to be paid by Canadian railways. The result of the McAdoo award and the award at the Chicago conference was an application from the railways for power to increase their rates forty per cent., which the Dominion Board granted.

Chairman F. B. Carvell, of the Dominion Railway Board, was quoted by Mr. Scott to the effect that the McAdoo award was iniquitous and made to gain votes. Mr. Scott cited a run between Brockville and Ottawa that counted as fourteen hours, six hours' overtime.

"I do not object to men getting leisure at home and recreation," Mr. Scott said, "but these men on this run are able to spend several hours at their homes in Ottawa, or going to the movies, in time they are being paid overtime rates for."

He said this sort of thing made the McAdoo award an expensive luxury.

Mr. Scott said that while railway rates were not the only thing keeping prices up, they were largely responsible.

"The high railway wages," he said, "keep up wages in other industries, and retard a return to normal conditions."

The Government, he said, should deal with railway wages on their own merits.

Mr. Murdock said:—

My hope today is, that I may be able, in the short time at my disposal, to briefly outline some phases of the situation to be dealt with, that may not have appealed to the average individual not closely in touch with the railway situation in its relation to **railway wages**.

I appreciate the privilege of having this opportunity to present, in some measure, certain views held by railway employees who perform the duties of their respective classes in the operation of transportation service.

I shall speak more especially on behalf of the **train service employees**, with whose duties I am familiar, having filled the position of freight brakeman and conductor on the Canadian Pacific Ry., west of this city, for some fifteen years.

Suffering from High Freight Rates

Mr. D'Arcy Scott, in writing to me under date of March 15th, just prior to the time that he delivered his address before the Canadian Liberal Club, at Ottawa, stated:—

"I have tried to get some of the representatives of railway labor to come to our meeting tonight and help out with our debate, and I hope someone will turn up, but so far I have no assurance that anyone will. I am going to take the position that the McAdoo award and the Chicago award have put the remuneration for railway labor higher than it now should be, bearing in mind the cost of labor in other industries, and the reduction in the cost of living. I am going to say that the present excessive freight rates that the country is suffering from, are held up by the high rate of wages paid to railway officials, and that until there is a reduction in the rate of railway wages, a reduction in freight rates cannot be expected. The whole country is suffering by the present excessive freight rates, and while I am, of course, a believer in and a supporter of organized labor, I think that the good of the country demands a reduction in freight rates and it cannot be brought about except by a reduction in railway wages. My conclusion will be that as the McAdoo award and the Chicago labor award were forced upon the railways and the people of Canada by the Government, that it is up to the Government to bring about an arrangement with railway labor which will mean a reduction in wages and ultimately result in a reduction of freight rates."

In this Mr. Scott proposes to load the burden of industrial progress on the railroads and their men.

The Backbone Not the Wishbone

Our guest paid a compliment to labor when by inference he conceded in the explanation of his views that **labor is the backbone of this or any other country**, which is much better than looking upon it as the wishbone of our country.

At present, all of us are, or should be, looking for an effective means to **reduce the cost of living**, and I am sure it will be conceded that the large majority of the **wage earners** are especially interested in that matter. We find, however, that thus far there seems to have been **no general demand on the part of the representatives of industry** for a reduction in the costs of anything they produce or sell, but they have evidently confined all of their attention to what is termed **necessary reduction in the wages of railway employees**, in order, as they suggest, **to insure a reduction in railway rates that will, in turn, reduce the cost of production and living, and in their turn, increase production, transportation, and in the end, return Canada to "a condition of normal prosperity,"** to all of which Mr. Scott has agreed.

The question to be analyzed in the aforesaid, happy and to-be-hoped-for situation is: **must Canada's normal prosperity be purchased at the expense of the railway wage earner?**

Perhaps Mr. Scott, in his declaration that a reduction of freight rates can only be secured as the result of a **reduction in railroad wages**, is correct. We may accept it as a foregone conclusion, that if the wages of railroad employees were sufficiently reduced, railway rates, both passenger and freight, might be reduced, and at the same time, leave a substantial margin of profit for those who own the railways, **but**, the further question naturally arises in this connection, and we must, if we are to be fair with the **railway wage earner**, ask if **he** can, consistently and properly **accept** a reduction in wages and continue to live as a **wage-earning citizen of Canada should live**, and is it **Canada** or the **railroads** that ask him to accept such reduction?

More About the McAdoo Award

Mr. Scott contends that the McAdoo award and the Chicago award are responsible for the high wages now paid to railway labor in Canada, and **that claim, even if true, proves nothing**.

Under pre-war conditions, **the wages of the transportation employees**, on the important Canadian railways, with possibly one notable exception, were generally regarded as being higher, or better, than on competing American lines in comparative territory.

Today, **the Canadian dollar is worth approximately eighty-seven cents of the American dollar**, so that with wages equal in the United States and in Canada, **the Canadian is at the present time at an approximate disadvantage of thirteen per cent.**

The application of the McAdoo award and the Chicago decision, it is charged, are responsible for certain conditions now existent in Canada, and it may, therefore be proper to briefly analyze the reasons for the issuance of those wage orders.

(Continued on page 4).

When the United States took control of the railroads under war conditions, it was necessary to deal with labor in a large way, that is,—to regard all of the employees on all the railroads as entitled to similar treatment. The result was the appointment of a Board, or a commission, to analyze as fully and as promptly as possible, the consistent requirements of labor in regard to wage increases, and the result, after exhaustive investigation, was the issuance of the so-called McAdoo award and the later issuance of various supplements thereto, which supplements were intended to rectify certain and various inequalities in the original McAdoo wage order.

When the time came to return the railroads of the United States to private control, that was done under certain guarantees, and later, for stabilizing purposes, it was necessary for the Congress and Senate of the United States, to enact a Law known as the Esch-Cummings Law, or Transportation Act, which Act provided for the appointment of a Railroad Labor Board to deal with all questions of wages or other controversies which were liable to cause an interruption to traffic.

Certain of the principles of this Act conform to the intent of the provisions of our own Industrial Disputes Investigation Act, at least to the extent of intending that no interruption to traffic shall occur on the railroads until the questions in dispute have been dealt with by a board.

The Chicago Decision

The United States Railroad Labor Board appointed under the provisions of the Esch-Cummings Law—the Transportation Act, consists of three representatives of the public, three representatives of the railroad companies of the United States, and three representatives of labor. This Board, when appointed, had before it an enormous field of investigation to cover in dealing with the problems which it was intended that the Board should deal with, and after three months' investigation, and less than nine months ago, this Board handed down the Chicago Decision (so-called), **establishing wages for the various classes of railroad labor**, and in so doing, specified in part as to its findings and determination of the **wages to be paid to the various classes of railroad labor, viz.:**

"In arriving at its decisions, the Board has taken into consideration, as the Transportation Act prescribes:—

- (1) The scale of wages paid for similar kinds of work in other industries;
- (2) The relation between wages and the cost of living;
- (3) The hazards of the employment;
- (4) The training and skill required;
- (5) The degree of responsibility;
- (6) The character and regularity of the employment; and
- (7) Inequalities of increase in wages or of treatment, the result of previous wage orders or adjustments.

"The Board has endeavored to fix such wages as will provide a decent living and secure for the children of the wage earners opportunity for education . . .

"The Board decides upon the present dispute and submission that the rates of increase set out below, added and applied to the rates established for the positions specified by or under the authority of the United States Railroad Administration, constitute, for the said positions on carriers named herein, a just and reasonable wage.

"The Board also decides that the rates set out below constitute for the positions specified on carriers named herein a just and reasonable wage."

Wages and the Cost of Living

Mr. Scott, in his letter to me of March 15th, very kindly drew my attention to a statement I made in St. Thomas last Fall, to the effect:

"that increased wages for railway labor, or any other class of labor, were useless, or of no avail, if the cost of living was to continue increasing so as to absorb all, and more than, the increase given to labor, and that labor must, therefore, be assured of some stable or lowering living costs, if increased wages were going to be effective in satisfying the reasonable and consistent claims of labor."

I repeat now what I stated at St. Thomas, for the reason that the greater part of the essentials involved in the cost of living have not materially decreased, and because the purchasing power of the Canadian dollar, at least, has not increased.

I stated further at St. Thomas, that a Canadian Citizen who labors for his living, **is entitled to a wage on which he can live respectably and educate his children.**

May I ask for unanimous consent to the adoption of that notion? If I have such consent, which, I am sure, cannot be refused, the only thing left to be determined is: **What is a wage upon which a man who labors, can respectably live and educate his children?**

The United States Railroad Labor Board decided, on July 20th last, that the rates awarded in the Chicago decision for the various classes of railroad labor were fixed **"To provide a decent living and secure for the children of the wage earners opportunity for education,"**—and, dare Canada repudiate that statement?

Mr. Scott refers to the Government forcing upon the Canadian railways the McAdoo award, but he is, I think, well aware that early in July, 1918, the Railway Association of Canada agreed with the Government to adopt the McAdoo award and apply it on Canadian Railways, if the Government would grant certain specified increases in freight and passenger rates, and that a joint agreement to that effect between the Government and the Railway Association of Canada was the result.

Increased Freight and Passenger Rates

I am sure he or any other red-blooded Canadian Citizen, would **not** argue or hold that Canadian railroad transportation employees, who in pre-war times were conceded wages equal to and in many cases generally better than similar employees on American Railways received, should have been told by our Government that they were no longer worth such comparative equality, but that regardless of the war efforts of Canadian labor with other citizens in Canada and regardless of the general loyalty of transportation employees in the carrying on, under many adverse conditions brought about as the result of the war, Canadian railway employees were to be **now** required to work for considerably less than United States railroad employees.

Mr. Scott, or some of my hearers, may think and say, that at the present moment a determined nation-wide effort is being made in the United States, to reduce the wages of railway employees and, **that**, on the facts before us, is admitted.

I trust my hearers will remember, however, that such a campaign, as it is being conducted by many of the United States carriers, **is in entire disregard of the Transportation Act**, which, about one year ago, they demanded to control labor.

The Maintenance of a Home

All present, without exception, know something about the maintenance of a home, with, it is hoped, **a happy contented mother and healthy well-fed and clothed children therein**, and all present can, with a little thought, determine if the wage rates just cited were sufficient to maintain the conditions that should surround the happy, healthful home of the **wage earner**.

Death or Disability in Eight Years

May I here digress to ask your indulgence for thought on another phase of this freight brakeman's and yardman's rate? The average life of a member of the organization to which I belong, composed chiefly of brakemen and yardmen, is less than eight years. In short, within eight years on the average, after a man joins the organization, we pay his claim either for death or total disability, **and the payment of about \$250,000.00 each month for such claims will bear witness to this fact.** I ask, **should the wage for the service recognize this condition for the possible and proper benefit of the widow or orphans?** The law of the United States says **yes**.

Under existing conditions, with the much discussed McAdoo award and the Chicago decision of the United States Railroad Labor Board in effect, the wage rates of the through freight brakeman on Canadian railways east and west is \$5.12 for eight hours, or for 100 miles run. For local and way-freight brakemen, the rate is \$5.52. In railroad parlance and practice for very many years, in the great majority of transportation railroad freight service, the terms 100 miles, or one day, have been synonymous, this practice being inaugurated and maintained by railroad officials who desired to hold over before railroad men the incentive to as quickly as possible, with safety, move freight trains over the miles of territory to be covered.

The yardmen, who switch and make up trains and place cars for loading or unloading in the terminals of Canada's railways, receive as the result of the McAdoo and Chicago awards, \$6.48 per day of eight hours for the helper yardmen, and \$6.96 per day for the foremen yardmen.

What the Rates Mean

The rates just referred to mean, for a 26-day month and for a year, that:

A through freight brakeman would receive \$133.12 per month, \$1,597.44 per year.

A local freight brakeman—\$143.52 per month, and \$1,722.24 per year.

A yard foreman would receive \$180.96 per month, and \$2,171.52 per year.

A yard helper would receive \$168.48 per month, and \$2,021.76 per year.

Are those monthly and yearly rates too high? Should they be reduced?

You will please bear in mind that very many of the railway employees in engine and train service are compelled to be away from their homes many days or nights, or both, each month, and for the extra expense incident to being away from home no extra allowance is made. Do you know of any other employer of labor who does not and would not pay extra to his employees, required in his service to go away and remain away from their homes?

Much stress had been laid on certain alleged large earnings of railroad employees, and the answer to all such statements is, that if apparently large monthly earnings are secured by certain railway employees, it will be found that those employees have given to the service of the employer many hours and days of overtime, for which extra service the employer should be consistently required to pay extra.

Can we say that with rent, light, heat, clothes, food and taxes, at the present prices, **that these men can be assured of a decent living and secure for their children necessary education on a lower wage than the rates stated?**

Reduce Wages then Freight Rates

Mr. Scott claims "that it is up to the Government to bring about an agreement with railway labor which will mean reduction in wages and ultimately result in a reduction in freight rates," and in so doing, he appears to base his whole argument for a return of prosperity to Canada, **on a reduction in railway wages and railway rates alone?** No suggestion is made that corporations supplying all of the materials to the Canadian railways, should be asked to reduce their costs to the railways or the profits of their corporations; there is no inference that the tax returns to the Government be proportionately reduced with rates and wages, nor is there any suggestion by Mr. Scott, that **railway dividends** should contribute their share to Canadian prosperity.

The proposal appears to be to restore Canadian prosperity by **sacrificing the wages of Canadian railway employees** on the railway altar, for the purpose of enhancing the welfare and prosperity of the entire population of the Dominion, which I think all fair-minded people of Canada will resent as **absurd, un-Canadian and unnecessary.**

I have **seen** the homes and have observed the conditions under which the lower-paid classes of railroad labor, especially the brakeman, the baggageman and the switchman, in the great majority of the towns and cities of the United States and Canada, live. I **know** something about the effort that in pre-war times was necessary on the part of these wage earners, to, in many cases, eke out an existence, and of the always present struggle to maintain healthful and happy home conditions. The wages of the past and under pre-war conditions were **not sufficient to provide a decent living and secure for the children of the wage earners an opportunity for education,** and this is proven by the tens of thousands of children in Canada who have been forced to become assistant home bread winners long before they should have been permitted to leave school.

Labor must have Decent Living

If I feel in any measure the responsive pulse of labor today, one of the determinations made by labor, and I speak with especial reference to **railroad labor**, is, that **never again** must there be a return to the conditions of pre-war times when labor, in only too many cases, did not receive wages that would **provide a decent living and secure for the children of the wage earners opportunity for education.**

Railroad labor contends, that an employee—a brakeman, a yardman, a fireman, or any other class of railroad labor,—should be conceded a wage rate sufficient so that the employee, **by working eight hours per day, twenty-six days per month, can live, under decent conditions, twenty-four hours per day, thirty days per month.**

An important phase of the Canadian railway situation is the heirloom of railroad mileage duplication and excessive railroad construction costs that have been saddled upon the Canadian people these past many years. A striking example of optimistic, and, therefore, somewhat commendable but advanced railroad construction and operation in this respect, is found in the first hundred or more miles east of Toronto with its three single-track trunk line railways and its one double-track trunk line. **Should the railway employees of Canada work for wages that will not provide them a decent living and secure for their children an opportunity for education until the abundance of Canada's prosperity supplies sufficient traffic to make remunerative the lines just referred to and the hundreds of additional duplicated miles of railway in Canada that have not and cannot for many years, under even the best to-be-hoped-for normal conditions, become remunerative and paying?**

Tax Those Who Ought to be Taxed

If there is really a desire to relieve the tension and load upon the Canadian people, caused by the weight of national railway deficit and the past prodigal public expenditures for superfluous railway construction, grants, subsidies, cost plus payments, etc., with the present and apparently to-be-never-ending interest payments due from the Canadian people on these accounts, **that happy result** can be secured by taxing those who are the beneficiaries of these accounts a much

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higher percentage on their returns. Some of them would, no doubt, be found in high places, sitting in the seats of the mighty, worrying little about the cost of living, but they first of all should be compelled to disgorge before railroad labor is asked to carry the debt load of Canada's railway folly and deliver from its earnings for labor the amounts necessary to return Canada to normal prosperity.

Railroad labor, let us earnestly hope, will concede its fair quota of effort and sacrifice on behalf of and in its pride for Canada's prosperity, but, if I in any measure know Canadian labor, it will **insist** that its first and always present and future thought must be an insistence upon wages that will **provide a decent living and secure for the children of the wage earners opportunity for education,** and if such standards are to be maintained, wages **cannot** be reduced.

In justice to labor, and with no inconsiderate thought for capital or the prosperity of Canada, the only question to be determined from the standpoint of labor is: **Are the wage earners of Canadian railways being paid now more than sufficient for the purpose repeatedly referred to?** I say most emphatically, **no!**

The fact that Canada controls so many of its railways, bringing them under the regulation of the Government, which is affected by the political attitude of our people, is I think responsible for the demand of certain railway men and others who hope to incite public opinion, to the belief that the railways should be forced to bear the burden of resumed prosperity and that all of the costs of this resumption be taken out of the bone, sinew, home comfort and happiness of Canadian railway employees. The proposition is absolutely **unfair, and is without foundation and justice.**

I am quite sure that when you take the opportunity to analyze what has been said by both of us, **you will agree with me that it is absolutely unfair, unpatriotic and unjust to demand that the railway employees of Canada alone bear the burden of resumed Canadian prosperity.**

THE ICE CREAM YOU GET IN SOME SHOPS NOW-A-DAYS HAS A SORT OF "PROFESSIONAL TASTE." IT NEVER QUITE SATISFIES. WHEN IT COMES TO ICE CREAM CREATIONS OUR SPECIALISTS DISPLAY THEIR GENIUS. WHAT YOU HAVE THAT DIRE LONGING FOR YOU CAN GET IF YOU SAY THE WORD. CITY DAIRY FRENCH CHOCOLATE HAS NO EQUAL — TRY A PINT PACKAGE OF "CITY DAIRY FRENCH CHOCOLATE" TO-NIGHT.

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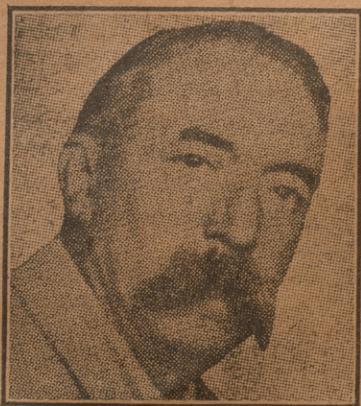
(By ROBERT BLATCHFORD).

ONE of the bugbears of my childhood was the ancient classic hero who wept because he had wasted a day. I was well down on the callow side of my teens, but I had wasted hundreds.

Scrubby-faced, grey-haired, unsuccessful pedagogues used to exhort me to "give every flying minute something to keep in store." Unhappy journeymen mentors, what had they done with all their days that they were doomed to wear such baggy trousers, to display such bald and wrinkled brows, and to spend their dull working hours in boring sleepy infants, who would have been happier and better employed chasing blue shadows on some green hillside?

The Wisdom of Idling.

He has survived, that classic hero, as a bogey and a bore to successive generations of restive youth. What did he do, I wonder, with that day he wasted?



Robert Blatchford.

I forget his special line of business. Perhaps he was a conqueror, and on the wasted day had not killed anybody nor burnt anything, nor even blasted some good man's quiet, harmless ease.

If he were alive to-day he would be a leader of Pussyfoots, or President of the Anti-Holiday Association, or would write books on "How to Get There," or "Get On or Get Out," or "Hustling Reduced to an Exact Science," and would die rich and be forgotten before the gilt lies were dry on his marble tombstone.

Really, I think I detested the man who wept over a wasted day as much as I did the boy who could not tell a lie.

I remember a play in which a tramp, being charged with idleness, replied: "I'm Nature's haudience. I sits on a gate in the hevenin' and admires 'er 'andiwork. Nobody helse 'as time." That tramp and the boreful classic hero would not have agreed as to what constituted the waste of a day. The man who can never rest nor play may be an admirable citizen, but he is an impossible companion.

We may respect the strenuous persons who built up the factory system or got rich out of coal mines and railways, but we do not love them. Whereas the cheerful human idlers, such as Laurence Sterne or quaint old Ike, who culled bouquets of wild flowers for the enrichment of their fellow creatures' leisure, are very near and dear to us, and we rejoice over the days they wasted so profitably, flirting across the counter of a glove shop or watching a painted float on a drowsy stream.

He Was No Hustler.

There was a very sad and dreamy poet named James Thomson—I don't mean the one who wrote about the seasons, but the author of "The City of Dreadful Night"—who once wasted a few days writing some fair to middling but altogether delightful verses about a Cockney holiday. He had the trick of admiring Nature's handiwork and of painting it in words. He began thus:—

I looked out into the morning,
I looked out into the West;
The soft blue eye of the quiet sky
Still drooped in dreamy rest;
The trees were still like clouds there,
The clouds like mountains dim;
The broad mist lay, a silver bay
Whose tide was at the brim.

I don't suppose James Thomson was much of a hand at bustling; he was, possibly, not even respectable. But he is more welcome at Eastertide, when the sap runs and the blood warms, than any didactic philosopher or blatant conqueror mummied in the spongy pages of ancient history.

When shaws sheene and shraddles full fayre,
And leaves both large and longe,
It's merrye walkyng in the fayre's forrest
To heare the small bird's songe.

Hobbies Make for Sanity.

And at such a time the worst waste we can make of a day is to attempt to "coin" its healthful "blood for drachmas." Indeed, it has always been a belief of mine that a great deal of the vice and discontent which exist amongst the workers is due to the sad fact that they do not know how to play, or have nothing good to play with.

If you wish to keep a fellow from mounting some craze and riding it like a lunatic, set him astride of a hobby. Get him painting trees, or watching stars, or bowling googlies, or hunting for flint implements, or making stools, or growing roses; or persuade him out on to the open road, where he may learn the songs of the wild birds and may come to see the country he looks at and to marvel at the beauty of the changing skies.

Also, there are inns. Yes, there are inns. But what is an inn t. one who has never learnt to use and to enjoy it?

A great truth, recognized but by few, is the truth that one has to learn to see and to understand. For instance, the man who can read a newspaper has not really learnt to read. He cannot, in nine cases out of ten, read books, not real books, so as to profit by and to enjoy them.

Hear and Understand.

Music is to him a pleasant or unpleasant noise. He will not look twice at a sunset or a dappled sky. He thinks the voices of rooks and the skirl of the bagpipes are disagreeable sounds. He would play nap or bridge all through a summer day's sail in the Gulf Stream. I have seen him do it. Here is a passage from Gilbert White:—

The evening proceedings and manoeuvres of the rooks are curious and amusing in the autumn. Just before dusk they return in long strings from the foraging of the day, and rendezvous by thousands over Selborne Down, where they wheel round in the air and sport and dive in a playful manner, all the while exerting their voices and making a loud cawing, which, being blended and softened by the distance that we at the village are below them, becomes a confused noise, or chiding, or rather a pleasing murmur, very engaging to the imagination, and not unlike the cry of a pack of hounds in hollow echoing woods, or the rushing of the wind in tall trees, or the tumbling of the tide upon a pebbly shore.

Now, to appreciate that wonderful piece of writing one must have learnt to appreciate literature, to analyze and remember sounds, and to see the color and mystery of light and shade in the sky and the woods and the distances of the quiet country. To get the best out of Gilbert White one must love and observe nature, and Gilbert will help us to do both.

Creating Fresh Joys.

One does not waste a day which one devotes to admiration and understanding of Nature's handiwork. No, one does not waste time so spent, for one acquires new ways of being happy. One learns to spend long hours alone without weariness or boredom. One gains a hundred new sources of pleasure—pleasure which costs nothing, which a rich man cannot buy for money, and of which the poorest man cannot be deprived.

Such pleasure, though, must be earned. Art and Nature bestow no gifts upon the undeserving. "Good is worth but gold; love's worth love." Nature and Art are jealous mistresses; they have smiles only for their lovers.

A writer who had been trained to see what he looked at sat down by a small pool in a wood. An untrained eye would have seen a puddle of clean water. This is what the writer says about it:—

What did I see in the pool? I saw the glassy surface still, yet moving. I saw the ripples and dimples on the surface and the "netted sunbeams" wavering there. I saw also in the surface the blue sky, and the white cloud, and grey branches and green buds, and ghosts of dead leaves reflected.

I saw, still upon the surface, the shadows of brown boulders, and at the bottom, through all this, I saw the yellow gravel, the russet and grey of speckled pebbles, the green water moss, the long water grasses, tawny and yellow and green and gold, the submerged rusty leaf of a pollard oak with the veins discernible, and on it a gleaming scarlet on the light side and glowing purple on the side in shadow; And I saw that these greys, and browns, and reds, and greens, and yellows were not of one tint, but of a dozen tints, just as the sun made them vivid, or the shadow dim, or the sky blue. And I saw all this in the circumference of a few feet.

That man did not waste his time gazing at that pool. He got happiness and knowledge out of it. He got them in requital of the love he paid to Nature.

Woodland Delights.

In the same way when Edward Carpenter writes:—"I saw, deep in the eyes of the animals, the human soul look out upon one." He was buying love with love. Most of us have seen a squirrel in a tree and thought the little creature pretty and appealing. But Ruskin helps us to a keener appreciation in these few lines:—

Innocent in all his ways, harmless in his food, playful as a kitten, but with a cruelty, and surpassing the fantastic dexterity of the monkey, with the grace and the brightness of a bird, the little dark-eyed miracle of the forest glances from branch to branch more like a sunbeam than a living creature. It leaps and darts and twines where it will; a chamois is slow to it and a panther clumsy.

Grotesque as a gnome, gentle as a fairy, delicate as the silken plumes of the rush, beautiful and strong like the spirals of a fern; it haunts you, listens for you, hides from you, looks for you, loves you, as if the angel that walks with your children had made it himself for their heavenly plaything.

Do you think the great hero who blubbered over a wasted day ever saw a squirrel like that? Not he. He saw nothing but his own importance. He had a crude mind and a vulgar soul, and we should speak of such a fellow nowadays as "a good deal of a boulder."

Shake Off Dull Care.

I am not, my old and young friends, suggesting that every one should read, or go star-gazing, or "gathering culverkeys." Not at all. I don't want the whole world to ride my hobbies.

What I am trying to convey is the idea that very probably the day the ancient hero wasted was one of the most innocent and harmless he ever lived, and that one should at times shake off one's mean ambitions, and sordid cares, and selfish preoccupations, and allow oneself to become for a short space a human being.

One may dance, or dine, or ride a cycle, or kick a football, or sit on a beach and throw pebbles at the eternal sea. It matters not so long as we can shake old Daddy Care off our backs and be young again—just for a wasted day.

The Yorkshireman's Advice.

Why, some of those wasted days are amongst the happiest we can remember. If we are bidden to "be not righteous overmuch," ought we not to endeavor not to grow too sadly wise.

There is a poem, written by a dear old friend of mine, in which a pessimist and an optimist argue out the evergreen question of whether life is worth living. The poem continues to the following substance and effect:

And there came along, with a laugh and a song,
A practical Yorkshire man;
And, said he, "My lads you're both i' t' wrong,
"Will you heed my little plan?"

NEED TO INCREASE CONSUMPTION.

(By Arthur Kitson in the Times Trade Supplement).

Our present industrial plight is the result of limiting the field of invention to wealth production. Imagine what might have been accomplished if the field of finance, instead of being carefully protected by barbed-wire legal entanglements, had been left free for exploration and experiment!

We are trying to distribute the world's produce by the medieval methods of transportation.

We are coupling the motor car to the bullock wagon, with the bullock in front.

Industry is always striving to satisfy the natural wants of mankind, whilst finance is perpetually holding it in check.

Industry says: "I can supply all the needs and desires of mankind provided I am given sufficient scope."

Finance says: "You shall only supply those which it pays me to supply."

Producing and Buying.

The first thing one realizes after a close examination of the subject is, that the costs of the production of any manufactured goods are much in excess of the purchasing power distributed in the process of manufacture.

For costs cover not only wages, salaries, and dividends, but other charges, such as depreciation of plant, interest, etc., and since prices must at least cover costs, it follows that the total money that is distributed in every productive undertaking is quite insufficient to buy the total products.

How then do we manage to dispose of the great bulk of our commodities? The answer is, partly in our home markets and largely abroad. The home market is only

able to absorb the quantity it does by the creation of additional credit from time to time over that distributed in the course of production. At the Wrong End.

Those who seek to reduce the costs of production by reducing the amount of purchasing power so distributed, viz., by lowering wages and salaries, are working entirely at the wrong end.

If the aim is to render production and distribution regular, continuous and automatic, anything which lessens the power of the public to buy goods will defeat that object by reducing the speed and efficiency of the whole system.

It must not be forgotten that the consumption of goods is essential to reproduction and should be regarded quite as important a part of the economic system as production itself.

ARE ADVERTISEMENTS READ?

If any business man has the idea that the space, advertising his business, is not being read or noticed, let him slip out a piece of copy that contains a readily detectable error. He will hear enough about that advertisement to convince him that everything in a paper, both news and advertisements, is closely scanned by critical readers.

Ottawa plumbers demanded a dollar an hour. Instead the employers propose to cut wages from 80 cents to 75 cents an hour. The union threatens strike.

The National Industrial Conference which will open at Ottawa May 3 will discuss industrial conditions, apprenticeship, development of technical education, cost of production, conditions of labor, unemployment insurance prevention of accidents and development of industrial councils.

"Be not too fast, be not too slow,
"Be not too sure, be not too doubting,
"Not passion's slave, not prey to woe,
"Not too austere and not too flouting.

"If you're a trader, trade;
"If you're a weaver, weave;
"If you're a poet, buy a spade
"But, whatever you do, don't grieve.

"If you be men you'll keep your peck-
"Er up in every weather."
So saying, he took them each by the neck
And jolted their heads together.

Emerson said he would not have the weaver sacrificed to his loom. Why should a hustler be sacrificed to his handbook, or a city clerk chain his soul to his desk?

Love and Business.

In the spring the blackbird and the thrush perch on the tops of the tallest trees and sing with all their hearts. They do not therefore neglect to feed their young.

I once watched a pair of swallows building a nest. When the nest was nearly finished, towards the twilight, they lay down in it, side by side, and one bird stretched its wing out over the other, as it had been a loving arm, and then they talked, or rather whispered, in their soft, liquid, reedy language.

I do not suppose they talked of work or business. They were happy, they were in love, and the blossoms were just peeping through the copper sheathing of the thorn.

And may we not be as practical and wise as a bird?

NEW IDEAS.

Show us a man who won't adopt new ideas simply because the ideas are not his own and because he is never ready to give credit to the ideas of others and we will show you a fellow who is bringing up the rear. When a man quits looking for new ideas—and a chance to better his

own condition, then the sign is on him—he is slipping.

QUESTION OF TITLE.

Foreman—What is all that arguing down the road?

Laborer indignantly—Why, the man running the steam roller wants us to call him a chauffeur.

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GEORGE PIERCE, Editor

KENNEDY CRONE, Managing Editor

Thoughts on Miners' Strike

IT would seem as if those British miners were terrible persons. There is no need to go into particulars of their vices, which have been given in fine detail by the papers and the politicians, and even by some of the pulpsters. Hardly a shred of human quality, or even of decent animal quality, has been left to them in the keen analysis made.

If I were to accept most of what I have read and heard recently as the sum total of what is to be told for and against the miners, I think I would vote for cutting the negotiation business and letting things rip. I would not want to negotiate with any such cruel and selfish and flat-headed crew as the miners are described to be.

Accepting that evidence, I know how I would answer one of those awful miners if he came to my house and said what I might expect him to say: "Look here, you! I ain't gonna dig no more coal—see? An' I'm gonna wreck the mines—see! An' you an' your wife an' kiddies can blinkin' well starve or freeze to death for all I care!"

I would answer him briefly with the wife's electric iron, and consider that the greatest loss to the community would be the nickel-plating on the iron. I might almost be inclined to approve of taking all the miners out on a nice chilly morning and having them carefully perforated by a machine gun.

But I do not accept the damaging record in the manner in which it is widely displayed. I believe a scrap or two here and there, and most of the balance I classify as humbug or hallucination. Who does swallow the record whole? Not the papers, which skip gaily from this opinion to that day by day, according to the complexion of the news. Not the politicians, who tell you to-day that the nation is threatened with assassination and to-morrow make a fraternal dicker with the would-be assassins. Not the pulpsters, who snatch on exciting tit-bits and half-truths, and momentarily forget to strike a balance. Not the mass of the people, who are already fed up with propaganda of all sorts, are suspicious of anything that looks like propaganda, and are much confused about many things. Perhaps some callow youths believe it all, and perhaps some reactionaries who have dead spots on their brains.

The record of vices cannot pass. It looks too much like part of a game.

Miners are, of course, no different in the main and in the mass than other masses of our own people in character and temperament. They are just as kindly and cruel, just as intelligent and cloddish, just as sensible and silly, just as good and bad, as most of the rest of us. Some of their ideas on mining are different from the ideas of some other people who are not miners; if these other people were to suddenly change places with miners they would probably develop miners' ideas much more rapidly and intensely than miners have ever developed them.

Mining was slavery in Scotland as recently as the beginning of last century. The workers in the coal mines were legally bound to the places

in which they were employed, were bought and sold with them, and when they attempted to escape were pursued, arrested and returned. Their children, if once employed, became subject to the same servitude.

This annoyed the miners a little. It annoyed some more than others, and they were no doubt the "radical element" of their day. The miners changed things, but it was a slow process. They were denounced as revolutionaries by the papers, the plutocrats and the politicians, and quite likely by a parson or two, and they were intimidated or jailed, or evicted from their homes, or dragooned on the village street. Eventually they abolished the more obvious forms of slavery. Looking back, most of us would admit that the miners in protesting did a service to the age they lived in and to posterity.

Miners' troubles were by no means over with the abolition of slavery. Their death and disability rates from accident and illness arising out of their labor were tragically high; their hours were twelve and fourteen a day, and they had hard taskmasters; they were badly paid, and their women and children had to be mine workers, too; their homes were travesties of the name; they had little leisure and no way of making good use of what they had.

A Duke of Hamilton, the tenth I think, built a magnificent mausoleum near his palace in his beautiful estate. He had the bodies of his nine ducal predecessors placed in it and left directions for his own body to be placed with the others when he died. "Think," said he, "of ten Dukes of Hamilton rising to Heaven together on the Resurrection Morn!" As a child I thought about it quite seriously. The thought was coupled with the thought that the Duke of Hamilton lived in pomp and splendor largely on the royalties of the coal dug in the bowels of the earth beneath his estate, and that thousands of miners within a mile of his garden walls lived in misery and squalor in dens that the Duke would not have kept his dogs in.

These were the things and the thoughts that produced the Keir Hardies, the Bob Smillies, the John Robertsons and the J. B. Wilsons to struggle for reform. With lifetimes of fighting more progress has been made, much progress. If it had not been for the miners themselves no progress worth speaking of would have been made. Who would to-day say that they have no right to the progress they have made?

In this latest trouble the history of mining has to be thought of, the history of the struggle of a century and a half against social injustice. It has to be remembered that miners are no less average men than the rest of us. It has to be remembered that strikes are final remedies and always hit strikers first. It has to be remembered that if the Triple Alliance were to strike, the 1,500,000 men directly involved must have felt some serious urge. They know what a big strike means to a community just as well as you or I, and are just as unwilling as you or I to do injury to the community. We may not agree with all that the miners seek, or all the methods that they employ, but at least let us start from a steady basis of thought. Reviling is no good. Measuring effects and paying no heed to causes is sheer folly. Let us try to understand, and, understanding, we come near to settlement.

—Kennedy Crone.

HON. SYDNEY FISHER.

In the passing of the Hon. Sydney Fisher, Minister of Agriculture in the Laurier Cabinet, the Canadian Railroader lost one who had for years been keenly interested in its progress, and on various occasions had put himself to a good deal of trouble to secure furtherance of some of its plans and ideas. He was a personal friend of those associated with the Railroader and the sorrow of his going is flowered with many charming memories.

India in Ferment

UNDER this caption the Los Angeles Times devotes a column of editorial matter to the present state of affairs in India that provides an excellent illustration of the muddleheadedness, confusion of thought, and downright ignorance that so painfully often characterize the utterances of our "great dailies" in these distracted times. While, of course, it is well enough known that to a certain type of American newspaper man any thing British is fair game and a little inaccuracy more or less does not matter much so long as it is at John Bull's expense, still one looks for something more than this from the Los Angeles Times. For the things the Los Angeles Times says about itself might make even Mr. Jefferson Brick pause and consider.

"The slumbering millions of India," says the Times poetically, "are yawning and stretching as if about to awake. For more than five hundred years . . . the native population, deaf to the clarion call of progress, have been content simply to exist. A people without vision they have been impelled by the fatalistic teachings of caste and religion to regard human existence as a penance they must pay for sins committed in other lives. For centuries the sole aspiration of the Hindus has been to so live that they may pass after death to a higher incarnation. The Nirvana to which they aspire is a heaven of repose

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Hunting Exempted Securities

IN a recent article discussing Federal expenses generally and the Soldiers' Bonus Bill in particular, Mr. Wm. Howard Taft, one-time President of the United States, rather let the cat out of the bag. He said:—

"Business is halted. Why? Because the taxes on what might be capital for new enterprises are so large a part of any prospective income that that which is productive capital is either idle or is hunting exempted securities as a place of repose. The simple fact that bonus measures will delay seriously the coming of good times, and thus, in the long run, will ensure even the expectant beneficiaries more than it will help them."

In plain English this means that rich men, instead of utilizing every spare dollar of their funds to develop and stimulate the country's business at a critical time, are deliberately refraining from doing so, because, forsooth, the taxes are heavy! "Hunting exempted securities!" What a dignified occupation in such times! And if those with surplus capital cannot find 'exempted securities' they will simply let their money lie idle. What an example of patriotic conduct! One could scarcely believe such a state of affairs. If a labor man made such an accusation he would be execrated. But Mr. Taft announces it quite calmly and has not a word to say in condemnation of such conduct. He simply states it as an inexorable fact in much the same way as he might speak of the workings of nature. It is this kind of talk that leads the unfortunate man in the street into supposing that the doings of the rich in the matter of investments follow positive laws like the changing of the seasons, and that to call their actions in question is not only to betray ignorance but to be utterly ridiculous.

I suppose the soldiers and sailors of the United States can be trusted to look after their own rights and are capable of weighing up the services they have rendered. But the attitude of the capitalists will take some explaining. The American public should be grateful to ex-President Taft for having (however unwittingly) drawn attention to a very scandalous state of affairs.

—George Daniels.

THE CANADIAN RAILROADER is a carrier and
interpreter of the news and views of
the common people.

and contemplation devoid of all activity. One of their favourite divinities is pictured as reclining for a thousand years and gazing thoughtfully at his great toe."

There is much more in the same strain in what is evidently an attempt to discredit Buddhism, which, as our leader writer does seem to be aware, has now almost entirely disappeared from India proper.

But having got fairly started he goes on gaily to explain that as the result of Christian missionaries and commercial travellers, a new and sceptical generation has arisen; that the brain beneath the turban is beginning to ferment; the seed of self-determination is blossoming to a harvest; Liberal Governments of Great Britain were imbued with the idea that the peoples of India should be aroused from their somnolence and brought into the enjoyment of the blessings of civilization; and the British Government, with admirable and high moral motives, has sought to instruct said peoples in the science, philosophy, and ethics of the western world. . .

Having led us thus far up the hill our leader writer now leads us down again. English humanitarians did not realize how dangerous a little education might be to so numerous a people; it is unfortunate that the awakening should be taking place at a time when civilization is in a ferment; it is a case of good morals and bad politics; at the critical stage in the enlightening of the Hindus and Mohammedans, Bolshevist agents from Russia have passed through the rural districts fomenting discord; from a purely political point of view the British Liberals would have done well to let sleeping populations of the Empire lie."

And there we so beautifully are, floundering in a welter of apathetic natives, antiquated religions, backwardness, lack of vision, missionaries and commercial travellers, awakenings at the wrong time, confusions, Bolshevism, good morals and bad politics. We trust our leader writer was quite clear in his own mind at any rate as to exactly what he was driving at. If he was aiming at nothing he certainly succeeded in hitting it. But as indicative of the frame of mind of many of the men who are supposed to write "leaders" the term "good morals and bad politics" is significant. One hesitates to offer advice in such high places. But if the Los Angeles Times could just be persuaded to keep right on boosting California, telling us about its own greatness as a newspaper, dealing rigidly with persons guilty of the trade union habit, and vilifying Mr. Upton Sinclair, we would then at least be under no misapprehension as to what the Times was out for, and rest satisfied that no leader-writing intellects were in danger of being strained.

—George Daniels.

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OUR LONDON LETTER

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in Great Britain

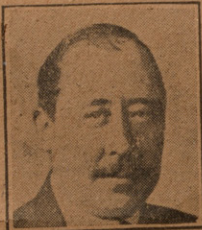
(From Our London Correspondent).

London.

THE mines of Great Britain ceased working at midnight on March 31st, over a million men and boys are unemployed, and as the pumpmen were ordered to leave as well as the other workers, flooding could not be avoided.

It is in many senses an extraordinary dispute. There were three sides to the preliminary controversy and each was argued plausibly, if not always logically.

The Government decontrolled the mines and so left owners and men to fix new wage terms. The reason given for this was that the mines were not paying and the taxpayer must not be burdened. The owners produced new rates which meant heavy wage reductions and pleaded that the profits of the industry, having nearly vanished, could not afford more. The men refused the terms as not enough to live upon.



Ethelbert Pogson

Under the temporary agreement which ended the strike last November the miners and mine-owners agreed to try to formulate by March 31st a scheme for the future regulation of wages and profits.

It is understood that the scheme was to include provision for a National Wages Board and the treatment of the industry as a national unit.

The discussions proceeded on that assumption until a few weeks ago, when the owners suddenly insisted that settlements must be made in the districts. This was not unconnected with the Government's equally sudden decision to decontrol the industry on March 31st.

Basis of Settlement.

The miners on the other hand, insisted on a national basis of settlement, and sought to stabilize present wages, which even now are not equal to the increased cost of living.

They disclaim responsibility for the slump in trade. When more output was demanded they made a special effort, but the owners are now unable to secure markets for the coal, the export trade being in a very low state indeed. There is consequently unprecedented unemployment and suffering among miners.

Moreover, the owners made huge profits during the war and have accumulated enormous funds.

The owners issued notices terminating contracts and have now notified the men in the various districts of the much-reduced wages

which they insist shall be accepted as a condition of work being resumed.

Some indication of the reductions proposed may be given by citing district examples: South Wales, 7 shillings per day worked; Scotland, 4s.; Lancashire and Cheshire, 4s. to 6s.; Northumberland, 5s. 6d. to 5s. 9d.; Durham, 5s. 6d. to 5s. 9d.; North Wales, 6s.; West Yorkshire, 1s. 9d. to 4s.; South Yorkshire, 3s.; South Staffordshire, 4s. to 7s.; North Staffordshire, 4s. 6d.; Shropshire, 5s. to 5s. 6d.; Nottingham and Derbyshire, 3s. 6d.; Forest of Dean, 50 per cent.; Leicestershire, reduction for boys; Midlands, 2s. 9d. per day worked; Bristol and Somerset, 5s. to 6s.; Warwickshire, 1s. 9d. to 4s.; Cannock Chase, 1s.

Events moved swiftly on the day of March 31st. The railwaymen and transport workers, quick to note the effect the stoppage would have upon them, met and made their view clear. They stated they regarded the position as being a prelude to a general attempt to destroy national negotiations and to reduce wages and that this attack would affect them quite as much as the miners. Accordingly, the executive of each decided to consult the rank and file and arranged for delegate conferences.

Pumps Manned by Navy.

On the other side there was much perturbation. The mine-owners and the Government issued various ex parte statements and all sorts of contradictory reports flew about.

First the pumps were to be manned by naval men. Then they were not to be manned by naval men because there were not enough for the job. Next the story was that the colliery managers and junior officials were to do the work themselves.

Lastly, the tale was that these active and obedient servants of the employers would do their best and where they failed the Government would help them out with naval ratings or voluntary help.

There was talk of rationing coal before the afternoon was out. By night it was stated that coal was not to be rationed—at present. Rail services might be curtailed but not for a few days. The one definite thing done on that side was the taking of steps to form a company of police reserves for the City of London—in case, probably, the real policemen should be wanted elsewhere.

A Royal Proclamation.

At night a Royal Proclamation was issued declaring that a state of emergency existed such as was contemplated under the Emergency Powers Act. Power was thus given to any government department to "make such regulations as may be

deemed necessary for the preservation of the peace and for the securing of and regulating the supplies of life and transit essential for the safety of the community." The Act does not, however, permit of military or industrial conscription.

One thing the men's leaders did impressed the public. All the miners' agents were advised to impress on the men that there must be no sabotage of any description, or any infraction of the rules which would place them outside the privileges of the Trades Disputes Act.

Immediately the question arose whether the men were entitled to State unemployment pay. They contended that, as they were locked out they should have the £1 a week the nation is good enough to dole out to the out-of-work. The Minister of Labor declared that they were not because, whether it was a lock-out or not, it was a trade dispute and they were accordingly not eligible.

Wages for Women.

The Standing Joint Committee of Industrial Women's Organizations is calling attention to the perils surrounding low paid women workers at the present time. A serious danger has arisen. New Trade Boards that were promised as long ago as January, 1919, have not yet been set up.

In the House of Commons last week the Minister of Labor stated that only those for which orders have already been issued would be established. Further, the staff of investigators, the most important section so far as new Boards and the extension of present Trade Boards are concerned, is being drastically reduced.

In February nine investigators received their notices, but under pressure in the House of Commons, in which every day questions were addressed to the Minister upon this subject, thirty-two of these notices have been revoked. This, however, reduces the strength of the administrative staff (already too small) to two-thirds.

Terrible Conditions.

Investigations into trades in which Boards are not being set up or in which they have been delayed for two years, show a terrible condition of things.

Instances are even to be found of wages at the rate of four cents per hour, or equal to something like one and a half cents before the war. A more frequent wage is seven cents which at present prices is sweating of the worst description.

At a time of unemployment like this, when the opportunity comes to press down wages, the women workers need special protection, and it is at this moment that the Minister of Labor is withdrawing even the hope of that protection.

The Communist Party.

On the political side of the Labor movement the most important news of the moment is that the Independent Labor Party (Socialist) conference resulted in a break-away by the Communist section which, angered because the I. L. P. refused to af-

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filiate to the Moscow Internationale, went over to the Communist Party, to the number, it was claimed, of about a thousand. Mr. Philip Snowden, one of the biggest I. L. P. men described this as a "purging" of the Party, which would do it more good than harm.

—ETHELBERT POGSON.

AND NO WONDER!

School Teacher—Now, children, can any of you make a sentence, using the word 'indisposition'?

Pupil (throwing off his coat and putting up his hands) — Please, ma'am, if you want to fight, you stand in dis'position.

The teacher fainted.

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The United States Steel Report

(By John A. Fitch, in The Survey).

THE nineteenth annual report of the United States Steel Corporation recently made public covering 1920 contains figures that have an important bearing on the ability of the Corporation to make changes in labor policy. Its earnings for the year were over \$185,000,000.

After meeting interest on bonds, providing for depreciation and sinking funds, paying regular dividends on common and preferred stock, and meeting sundry fixed charges, there remained a surplus of \$59,000,000.

The impressiveness of this showing is increased when all the circumstances are taken into account. The year began with the steel strike still on, and ended in a period of general curtailment of operations.

Despite these unfavorable conditions, earnings were greater by nearly thirty-three million dollars than they were in 1919, and greater than in any other years of the Corporation's history excepting the three war years of 1916, 1917, and 1918.

Even in the last quarter of 1920, when mills were in general closing down or going on part time, Steel Corporation earnings were greater than they were in the first and second quarters and greater than they were in any quarter of 1919.

The Eight-Hour Shift.

These facts may well be considered in relation to the question of the adoption of eight-hour shifts in Steel Corporation mills. The report shows that in 1920 the Corporation employed in manufacturing, on the average, 200,991 men. Figures recently secured by the Survey from Steel Corporation officials indicate that about 40 per cent. of these employees were two-shift workers, averaging twelve hours a day. Accordingly, about 80,396 men worked on this schedule in 1920.

The average income of all Steel Corporation employees, according to Corporation figures, in 1920 was \$2,175. If we apply this to the twelve-hour men, we may assume that they received altogether in 1920, \$174,861,300. It would be interesting to know how much larger this wage bill would have been if three shifts had been employed in 1920 instead of two.

A Third Shift.

The experience of the independent steel mills shows that a third shift can be introduced without increasing the force by 50 per cent. It seems reasonable to assume—as does Horace B. Drury in his recent study of the eight-hour plants—that an increase of 35 per cent. in the force would be sufficient.

The figures given above show that if the Steel Corporation had introduced the three-shift system in 1920 by increasing its force in the departments affected by 35 per cent., and had paid each man as much for eight hours as he formerly had received

for twelve, the addition to the payroll would be something over \$61,000,000.

This statement is made without taking into account a probable increase in efficiency that would cut down the cost very materially. It is obvious that the money which went to surplus in 1920 was just about \$2,000,000 short of the amount necessary to pay this bill.

Reduction in Earnings.

It is generally assumed, however, that the steel workers would be willing to accept some reduction in daily earnings in return for the eight-hour day.

If the three-shift system had been adopted in 1920, and the rate per hour increased 25 per cent. each man would have suffered a loss of 16 2-3 per cent. in his daily earnings and the total increased cost to the Corporation would have been \$21,800,000, a bill which could have been met by the Corporation and \$37,000,000 left in the surplus.

The eight-hour system could have been adopted then in 1920, had the Corporation willed it, with scarcely any reduction in the daily earnings of the men affected.

Increased Efficiency.

In considering the ability of the Corporation to make such a change, the total undivided surplus of \$522,000,000 should be considered.

It is probable that if an eight-hour day were adopted it would bring increased efficiency such as to cut down, if not altogether to wipe out these figures of potential cost.

Whatever practical objections there may be to introducing in the year 1921 the three-shift system, these obstacles are not financial.

TRAINS ACROSS THE ICE AT MONTREAL.

On January 1, 1880, the South Eastern Railway began the construction of a railway across the ice from the north side of the St. Lawrence river to the station between Belleville Park and Longueuil Ferry, across to Longueuil, on the south shore, below Montreal.

On January 29 loaded cars were drawn across to Montreal, and the following day an engine of 50,000 pounds avoirdupois crossed from Montreal.

On March 15 horses replaced the engines, and there were twenty cars on the ice railway on March 31, when it began to be found insecure, so the rails were removed on April 1.

The South Eastern Railway again laid a railway across the ice on January 5, 1881, but it was shortly abandoned on the loss of an engine by the freight train breaking through, but no lives were lost.

Joe (who has just missed his train, to a friend who arrived a minute after): "Confound it, Fred; just got there in time to see it leaving the station!"

Fred: "Lucky beggar! I didn't get a glimpse at it at all!"

SLEEP IN A CAR.

"Here I am, unable to find a place to lay my head, yet the town is full of garages," said the visitor.

"Why don't you speak to a garage owner?" said the optimistic citizen. "For the price of a hotel room and a bath he might let you sleep in a car."

"WHERE HE GO."

"What time next train go to Washington?" a travelling Chinese asked the railroad clerk.

"Two-two," replied the official.

"You no understand," insisted the Celestial. "I know the train go too-too. I no ask how he go. I ask where he go!"

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A Norwegian Plan For Profit Sharing

THE Council of the National Workingmen's Association, Norway, has recently issued a report on profit sharing made by a committee appointed to consider the matter, which contains a proposal for a division of profits on a basis differing from that usually adopted.

The committee begins with the premise that the only footing on which free men can work together justly is that of equality; that each must receive a share of the product exactly proportioned to the amount which he invests in the enterprise.

It holds that if capital pays labor a wage and keeps all the profit of a business, the worker is reduced to the status of a serf or bondman who is entitled to only part of the proceeds of his effort; if capital pays labor a wage and in addition gives it some share of the profits, to that degree the position is improved, but the worker is still deprived of some part of what rightfully belongs to him, and to that extent his status is not that of a free man.

The trouble with most profit-sharing schemes, in the opinion of the committee, is that they have not been based upon this idea of justice and equality of right, but have been granted as concessions from capital to labor, generally in the hope of securing from labor such an increased application that the employer's share of the product may remain undiminished or may even be increased, in spite of the larger return to the worker.

Distrust of Schemes.

Labor has usually distrusted such plans, and has often either refused to accept them, or has been so little interested in their success that the employer, finding his hope of increased output disappointed, gives them up.

In this attitude, the committee thinks, labor has made a mistake; it should accept such schemes as a beginning, from which to proceed to a juster method of sharing the profits of an enterprise.

Such a method, the committee thinks, can be devised by treating the worker's labor power as the employer's capital is treated. The returns to capital consist of various items, such as interest, insurance, a sinking fund to replace that part of the capital invested in machinery, plant, etc., as these wear out, and genuine profits. (Returns on managerial ability are not included, since this is only a form of labor power, and should receive its return without reference to whether or not it happens to be embodied in the man who puts in the capital).

Labor and Capital.

Labor and capital are alike essential to any enterprise, and therefore neither has any right to preferential treatment. To a certain point, this is already recognized. The

capitalist puts in his money, on which he expects to receive interest; the worker puts in his labor power, for which he expects to receive wages. The capitalist is entitled to insurance against the risk of losing his money; the worker should be entitled to insurance against the risk of losing life or health. To some extent this right of the worker to insurance against illness or injury is already recognized as a charge on industry which must be met before a profit can be paid.

At this point, however, the similarity in the treatment of the two forms of investment ceases. The capitalist expects a yearly return which can be applied to the upkeep of the plant, so that his invested capital may be kept intact. The worker's capital, his power to labor, inevitably wears away with the passage of the years, but no provision for an amortization fund for his benefit is made in apportioning the returns from the business.

The capitalist expects a profit upon his investment of money, but no such claim is commonly recognized in behalf of the worker's investment of labor power; sinking funds and profits are the peculiar prerogative of the capitalist.

Worker's Capital.

For this inequality of treatment, the committee holds, there exists no basis in reason or justice, and they propose that it should be remedied by treating the worker's labor power as capital with rights equal to those of an investment of money.

The capital value of labor power may be found by treating wages as interest at a fixed rate upon this value. If the labor pay roll of an enterprise, for instance, is \$4,500 a year, the capital value of the labor force at 6 per cent. is \$75,000, and the workers are entitled to share in the proceeds on the basis of an investment of this value.

Money may be put into an enterprise in two ways: It may be borrowed by the management to use as working capital, in which case the managers must make provision both for interest and for a sinking fund for its final repayment; or it may be invested by its owners, in which case in addition to profits the owners usually receive a voice in the management.

The labor investment may likewise be of two kinds, demanding different forms of treatment. The committee argues, therefore, that labor power should be considered as capital which rightfully demands:

1. Wages for its daily use. This corresponds to interest on money, and is labor's due in all cases.
2. An amount for amortization in cases where labor is in the nature of a loan to the industry. This amount should be a fixed charge, to be met before profits can be taken.
3. A share in profits and in man-

agement, where labor is to be considered as an investment.

Worker's Labor Power.

Under the present system, according to the committee, the worker's labor power is apt to come under the second case, being in the nature of a loan which should be finally amortized, rather than an investment. As to the method of calculating its proper return, the report gives this illustration:

This loan * * * is the capitalized value of the laborer's yearly income. Let this, for example, be 4,500 crowns; then the loan to the employer, as figured out on a basis of 6 per cent., is 75,000 crowns. If we figure that this loan is to be amortized in 50 years (the estimated length of the laborer's working life), then the employer should, in addition to wages, pay a yearly amount of 75,000 crowns divided by 50, which gives 1,500 crowns as the yearly payment to the sinking fund. If the laborers do not get this amount, then their capital is not treated in the regular way; it fails to receive a part of its dues.

In case an enterprise is not able to stand so heavy a charge as is involved in writing off the capital of the working force, then whatever returns are secured should be divided on equal terms between the money and the labor power which together make up its capital.

In other words, any fund to be distributed should be paid out as dividends calculated at the same rate on the money invested and the capitalized value of the working force used.

The share due the individual laborer is to be worked out according to the relation which the capitalized value of his work, calculated from his wages and time worked, bears to the total capitalized value of the working force.

Claims of the Workers.

In the other case considered, in

which the labor force is looked upon as an investment in an enterprise, the claims of the workers to a share in the management and the profits are worked out upon the same basis.

In every enterprise a certain amount of money is needed as initial capital, and a certain working force is required to carry on the concern.

The capital value of the latter should be calculated as above, and labor's share in the direction and the profits of the business should be proportioned to its share in the total capital invested.

The share of the individual worker is calculated in the same way as the share of the individual owners of the money capital invested.

The calculation is more complicated in the case of labor, since the value of the services contributed by different workers varies, but the principle is identical.

Greater Harmony.

The committee admit that it might be necessary to call upon the State in order to induce reluctant employers to establish such a system.

They feel, however, that compulsion would be justified by the greater returns and the harmony between employer and employee which the system would secure.

For they hold that the adoption of such a system would not only do away with strikes and labor unrest but would enlist the worker's whole-hearted interest in the advancement of the business in which he might be employed. In a real and substantial sense it would be his business, and he would work for it as an owner works, not as a mere hireling whose chief concern is limited to drawing his wages.

PRISON REPORTEE.

Warden—A reporter wants to see you; what shall I say?

Convict—Tell him I'm not at home.



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SCANDINAVIANS IN CANADA



Nearly all authorities on Canadian immigration concur in the opinion that the very best immigrants that have come to Canada from foreign countries are those from Iceland, Sweden, Norway, and Denmark, and it is a very gratifying feature of the tide finding its way to our shores that it still contains a substantial proportion of these peoples, whilst a handsome contribution of this same fine stock is annually donated by the United States.

Physically of a sturdy, handsome type the Scandinavian peoples are found, almost without exception, to be cleanly, industrious, and progressive in every respect, making the most desirable class of citizens and being numbered among the most successful and prosperous farmers the Dominion possesses. Education is widespread in their native countries, and they come to Canada imbued with the same high ideals of learning and culture. There is no language problem with them as they are eager to master English and to develop all the requisites of complete and successful citizenship. They employ the new tongue without embarrassment and learn rapidly.

The Scandinavian races are the most readily assimilable of Canada's immigrants mixing freely and readily with the Anglo-Saxons, intermarrying, and avoiding the handicap which colony settlement gives to the progress of foreign people. They are deeply religious, adherents of the Lutheran faith for the most part, and churches spring up wherever settlement takes place with social life centring there. A highly sociable people they have their own social and political organizations wherever settlement warrants this, and their own papers are circulated throughout Western Canada. From their first days in Canada they take deep interest in Dominion politics, turning readily to matters of government. Several have attained the honors of the provincial legislatures whilst men of the Scandinavian race are to be found occupying public offices of every nature in the West. They are sincere and earnest students, and their achievements in learning are remarkable when their



(1) Immigrants at Calgary.

(2) After a Lutheran Church service at Claresholm, Alberta.

handicap is considered. Several Rhodes scholars from Manitoba have been Scandinavians.

The first settlers came to Canada from Iceland in the year 1872, but the real movement began in 1874 when some five hundred left their native shores for the new continent. More than fifteen hundred new settlers came in 1876, settling in Manitoba and North Dakota. Since 1880 they have come to Canada in a more or less uninterrupted stream from their northern homes, whilst the Dominion has received a substantial number of those who first settled in various parts of the Western United States. At the time of the 1911 census there were 49,194 Canadian citizens who had been born in Norway and Sweden; 7,109 in Iceland; and 4,397 in Denmark. From 1900 to 1919 there were admitted to Canada 6,546 citizens of Denmark; 4,501 from Iceland; 20,618 from Norway; and 28,337 from Sweden. Of the Scandinavians in Canada 97.82 of the total are to be found in the four Western provinces.

In Manitoba the greater number of these people centre about the city of Winnipeg and few are to be found elsewhere in the province. Large settlements are prospering at Lan-

genburg and Stockholm, at Buchanan and Wadena in Saskatchewan, whilst there are also many in the Duck Mountains and at Fort Pelley. Alberta has by far the largest share of these people and they are to be found all along the Calgary-Edmonton line in some of the most fertile and prosperous farming communities. In British Columbia where extensive settlement has taken place the same pleasing progress is exhibited.

A most gratifying feature of Scandinavian settlement in Canada is that it is almost wholly agricultural, and in the West they will be found in the richest and most progressive districts. Whilst retaining their national individuality, their customs, language and religion they are most truly British in sentiment and intensely patriotic as their fine contribution to Canada's army evidenced. With an inherent realization of their own worth they stand upright, without embarrassment, upon their own feet and are absorbed as Canadians without losing their fine individual qualities. Clean-blooded, thrifty, ambitious and hard-working they are of the best of Europe's contribution to a pioneer nation.

USED TO IT.

Mary had been brought up, so to speak, in the front seat of her father's motor car. At 10 she took her first train journey. When they made the first stop she looked surprised. Leaning out of the window she inquired anxiously of the con-

ductor, who had just swung himself off the steps:

"What's the matter? Killed your engine?"

WOMAN.

Woman is the Sunday of man's life.—Michelet.

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P. R. IN AUSTRALIAN POLITICS.

(From a speech by Sir John Willison at the National Industrial Conference, Ottawa, 1919).

I was reminded during the sittings of the committee of an incident in Australia. The Labor group in Australia, while the Liberal party was in office, petitioned for Proportional Representation, and the petition was denied.

A few years later the Labor party obtained power in Australia, and the Liberal group petitioned for Proportional Representation and this petition was denied.

I do not believe in any democracy which does not ensure the representation on the floor of parliament not only of labor but of those who represent the important financial and commercial and industrial interests in Canada.

Just in proportion as we have found the wisdom of meeting together in this conference and discussing vital questions face to face, so a system of representation which truly expresses the spirit and temper of democracy can only be achieved by a system of representation which will ensure a reasonable representation of each.

While it (Proportional Representation) may be a new experiment on this continent, I am not impressed by the suggestion that we should always wait on the experience of other countries.

I am bound to say that I covet for my country the leadership in the forward march toward the upland.

CHILD POVERTY ONLY KIND THAT MATTERS.

"Child poverty," said Bernard Shaw, on one occasion, "is the only sort of poverty that matters. The adult who has been poor as a child will never get the chill of poverty out of his bones; but he will die and make room for a better nourished generation."

"The principal business of a policeman at present is to prevent hungry children from obtaining food. The proper primary business of a policeman is to seize every hungry child and feed it, to collar every ragged child and clothe it, to hand every illiterate child over to those who will teach it to read and write."

FANCY DRESS.

He—Does your daughter do much fancy work, Mrs. Bright.

She—Entirely too much. She is always building castles in the air.

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Moving Grain By Suction

TIME and money are saved by the latest type of pneumatic elevator systems, in which granular substances such as grain or sugar are blown or sucked with currents of air through tubes, sometimes for considerable distances, as in loading or unloading vessels. Some of the advantages are that no "trimming" is necessary, the pneumatic method is healthier for the workmen, and floating dust is eliminated.

It is found that if the temperature of the grain has risen during the sea voyage, the effect is to improve its condition and so add to its marketable value.

A destructive effect has been noted on such pests as weevils and mites, and the ravages of these pests are abated by the air treatment.

In The Compressed Air Magazine (Easton, Pa.) Roland H. Briggs describes in detail the operation of this device. He asserts at the outset that no system of unloading and conveying grain can successfully compete under ordinary conditions with the pneumatic method and in general the more difficult the problem becomes, the greater is the success of the pneumatic equipment compared with other systems. He goes on:

"There are two main reasons for the success of the method, the simplicity and the portability of the plant used. In the majority of cases use is made of a vacuum instead of increased pressure, the general rule being that where the grain is to be conveyed from a number of external sources to a central point the suction system is used, with a vacuum of about one-third of an atmosphere, but that where the grain is to be delivered from a central store in various external directions blowing is resorted to.

"It will be understood that the general features of the equipment are identical in both cases, and consequently in this article it will be sufficient to describe the suction plants only. Further, although only grain will be mentioned as the material conveyed, with suitable modifications, the plant may be used for malt, sugar, salt, charcoal, chaff, chemical manures, cement, and any other similar granular substance.

Use on the Railroad.

"One of the most usual duties to which the pneumatic conveyor is put is in unloading grain from a ship to a number of barges, or from a ship or barge to the top floor of a mill or brewery. It is easy to carry a pipe-line over a river, railroad-line, street, or intervening row of warehouses, and the flexible connections at both the suction and delivery ends of the pipe-line give the apparatus a considerable radius of operation.

"At the dock end of the line the flexible connections allow the operator to empty the grain from any part of the ship, so that trimming is

eliminated, at any state of the tide and in any weather with equal convenience. At the delivery end the grain can be delivered at the exact point in the granary or mill at which it is required, or evenly distributed over the whole floor.

"The grain is drawn in by the air rushing into the pipe to fill the part vacuum, and is carried by the air through the pipe to the point of discharge. Here it reaches a receiver and discharger which separates the grain from the air-current. The grain is delivered below the receiver, and the air is exhausted from the discharger by another pipe. It is usually necessary to purify the air to eliminate sand, husks, and dust, and other foreign bodies, which would otherwise tend to affect adversely the piston and cylinder of the air-pump. The purification is carried out either by means of a separator cyclone fitted inside the receiving vessel, or in smaller plants the air and dust pass into a tubular air-filter, where the impurities are retained and periodically removed.

"More than one pipe-line may be used, so that several buildings are connected to the discharger, and from these main pipe-lines branch lines may run, so that a wide area is covered.

Deliver 30 Yards Away.

"Many different models of these pneumatic grain-conveying plants are made to meet varying conditions. Floating plants are constructed for unloading ocean-going steamers into barges in port. The type in largest demand is the stationary plant for delivering water-borne grain to the upper floor of a mill or brewery. A mobile unit, constructed for the Government during the war, was designed to unload thirty tons of grain per hour from the hold of a ship and to deliver this amount to railroad-trucks standing 100 feet away. The special feature of this plant is that it can be sent by rail to any port where a grain ship is due to call, and the erection of stationary plants at each port is thus rendered unnecessary."



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